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Child Safeguarding in Sport

www.coe.int/CSiS

Title of the practice	Code of conduct for staff and volunteers
Country	United Kingdom
Organisation(s) responsible	NSPCC – Child Protection in Sport Unit (CPSU)
Main topic addressed	Safe recruitment, Inappropriate or concerning behaviour involving children and young people
Type of resource/practice	Codes of conduct and codes of ethics
Target group(s)	National Governing Bodies of sport and other sporting organisations and clubs
Timing	If it is part of the website then it is instant, if it is part of the CPSU standards then the whole process can take several years.
Language	English
Brief description of the practice	Supporting organisations to create and embed safer practices within their organisations and designing and implementing codes of conduct and other resources to keep athletes safe.
Context and objectives	Many of the concerns raised are around the unacceptable behaviour of adults, so to address this means being very clear about what is and what is not acceptable behaviour within a club or sport organisation.
Steps/activities of the practice	This is part of the CPSU standards which are addressed once the organisation has a policy in place and an implementation plan for how they are going to address their safeguarding needs. The key point is how policies and plans are communicated and disseminated so they are 'lived' with a shared understanding.
Resources required	There is a need for human resource as the process is better achieved in consultation with key stakeholders e.g. athletes, parents etc. By doing it this way, stakeholders are more engaged with the policies and plans as part of the club.
Achievements and outcomes	The change in behaviours within a club and organisation which become part of the culture of the sport. That people display these behaviours.
Challenges and limitations	It requires a shift within organisations to really change people's behaviours and challenging unwanted behaviours can be very difficult, particularly for volunteers. There needs to be consistency in this work, so it becomes part of the fabric of the organisation.
Follow-up ideas and future plans	Constantly review and refresh the codes in consultation with the key stakeholders. Ensure that organisations look at both on and offline behaviour in the review process.

Further information	You can download sample codes of conduct for parents, children and staff: http://thecpsu.org.uk/resource-library/2013/code-of-conduct-for-staff-and-volunteers/
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